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Employability for Professional Practice through Research

The Partnership for Innovative Practitioner Engagement in Research (PIPER)

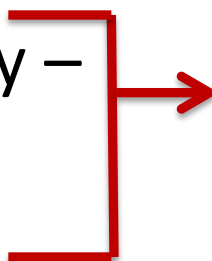
Maeve O'Loughlin
Department of Natural Sciences

Overview of Session

- Introduction to the PIPER Initiative
- Initiative development and initial engagement
- Annual PIPER process
- The outcome for students
- The role of the professional body –
Institute of Occupational Safety
and Health
- The employer experience –
The Royal Opera House



Maeve O'Loughlin
MDX



Anne Isaacs
IOSH LMB



Dominique
Perrissin-Fabert
ROH

What is PIPER?

- Partnership between IOSH London Branch and Middlesex University with University of Greenwich
- It aims to support student employability and bringing solutions to employer challenges in Occupational Safety, health and environmental management (OHSE) practice.
- Issues embedded to research plans for MSc students for their dissertations while supporting workplace experiences
- Academically supported with employer coordination and communication to support successful outcomes

The movie version of our story....



The Purpose of PIPER

- Engage student researchers in real life issues for employability
- Forge better links between universities and employers through generating social value
- Build a critical evidence base
- To support the OHS profession cost effectively

Would you like free, detailed and independent support to deal with OHS issues relevant to you?!

I have issues and concerns about OHS in my workplace and profession that I'd like to have investigated

I have questions about the future of the OHS profession that need an in-depth look

I'm time and resource constrained to fully evaluate OHS issues that impact my industry



If you have similar issues that you would like research to address, come tell us!

**Thursday September 18th
18.30pm – 20.30pm**

**The King's Fund,
Cavendish Square, W1G 0AN**

Come help define the research strategy for 2014 – 2015 relevant to you or email piper@ioshnetworks.co.uk

Challenges in OHS practice today



Social Response → Political Response → Legal Response

People

Control v Enable

Approach

Bureaucratic v engagement

Management

Liability v work improvement

Action

Constraints v Resilience

Orientation

Top down v Bottom up

Risk Perception

Averse v Accepting

Indicators of Success

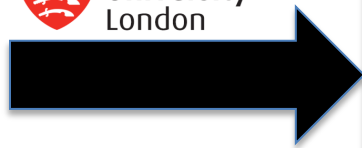
Lagging v Leading

Consequences

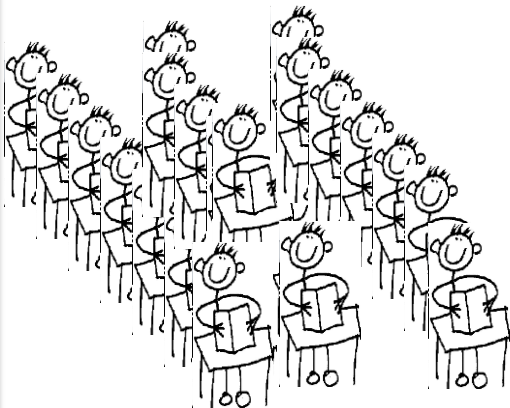
Predicted v unintended

Initial Engagement Process

**Increase value of
academia to practice**
(Watson, 2007; Alter, 2005)



Willing Students



MARCH 2014
Initial discussion – value
propositions and drivers for
collaboration

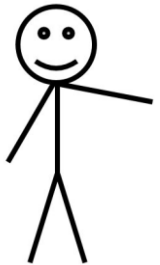
APRIL 2014
Partnership Strategy – aims,
objectives, commitments and
process

May 2014
IOSH Corporate Approval

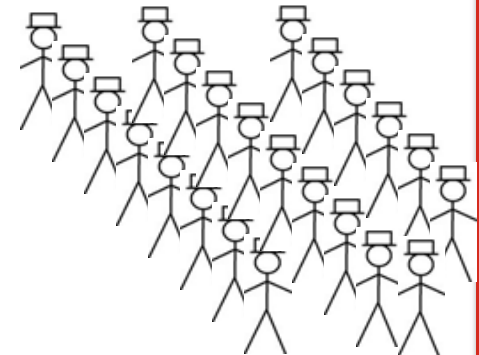
June to Sept 2014
IOSH Engagement and
communications with Employers

December 2014
PIPER Employer & Student Project
Workshop

**Increase reach and
support of new
practitioners**



Wanting members



Student – Employer Workshops

How research can help traditionally practice based professions



Policy making

Factors leading to rise in use of evidence in policy and practice

Political

E.g. "What if..."
"what they can..."

In professional practice decision making without evidence can cause problems....



By GOBSAT (Good Old Boys Sat Around Tables)

– made by which could be bad habits experienced by professional

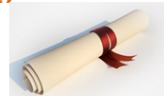
By Anecdote – Decisions are based on personal experience

MSc Student Process



• Research Proposal: Due End February 2017

- Desktop research of relevant literature
- Research method decided and written up



• Planning

- Desktop research
- inc. idea

• Carrying

- Undertake research

• Dissertation

- Thought and conclusion

Today's Workshop Outline



• Define My Interest Exercise (15 minutes)

- Write down areas of interest for support and research with your name, company and company sector
- Stick up & review. Note a few names of those you are interested in talking to.

• Matching Pairs Exercise (15 minutes)

- Match those with research areas to research interests.

• Support Project Scoping (45 minutes)

- Meet your match individually or in groups. Discuss project details. Tutors will advise on research methods.
- Be open to possibilities. Share contact details to pursue further.

• Wrap-Up (15 minutes)

- Room feedback on possible projects. Overview of next steps.

Orient employers towards existing challenges and the value of OHS research.

Transparency and clarity with employers on process and timelines

Structured workshop facilitated – Speed-networking/Speed-scoping

Sharing contacts encouraged and interest to projects detailed

Running PIPER



IOSH London Branch Webpage - News and Updates



Communications at monthly events,
by email and online



Annual Competition for Best Project - Seminar Event and Prizes



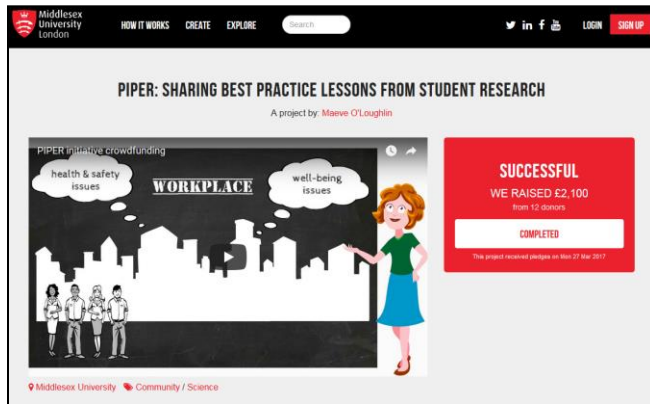
Student/Employer Workshops
- Tutor Attendance and Support

- Flexibility of research design has been of value to employers
 - Insight from in-depth employee opinions
 - Quantitative evaluation of shift data to support fatigue management
 - Action research to improve practices.
- Student Employability with 14 out of 30 students responding in evaluation exercises
 - Reported a positive overall experience (all)
 - Greater understanding of how the industry/sector operated (all)
 - Self-confidence/efficacy in entering the workforce (all)
 - 5 students linked getting their graduate role to engaging with PIPER projects voluntarily.

Some pitfalls too...!

Some unexpected positive results

Successful Crowdfund Campaign



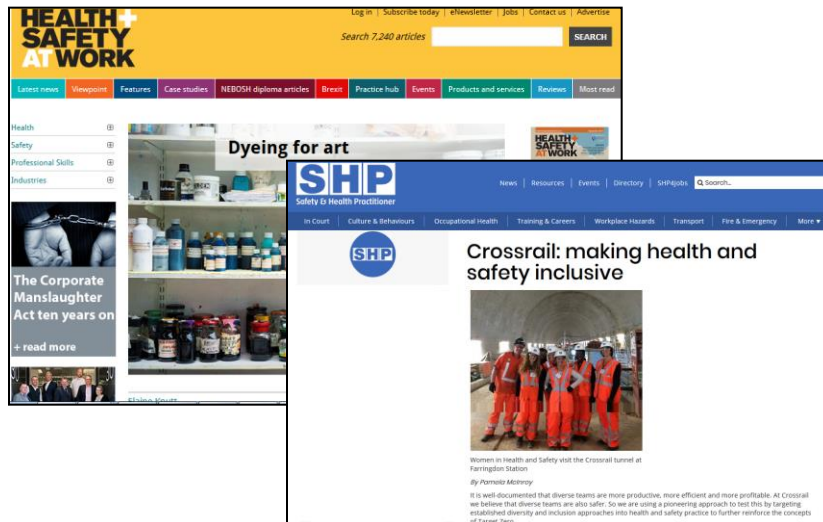
Graduate employment
funded as research
assistant 2017



Nomination for Most
Influential in OHS 2017



Published practitioner articles



MSc candidates up 100%

2012 – 2015 ~25 students

2015 – 2017 ~50 students

- Shared values, engagement, passion, clarity and transparency between all coordinating parties
- Importance of a pilot phase
- Good project management with defined roles and coordination
- Lead-times for employer communications using multiple forums
- Early clarification of project scope, aims and objectives
- The criticality of ongoing communication with employers by academic supervisors – scoping, proposals, progress, completion
- Employer code of conduct
- Escalation procedures



**Who we are, why be involved and
what it has brought**

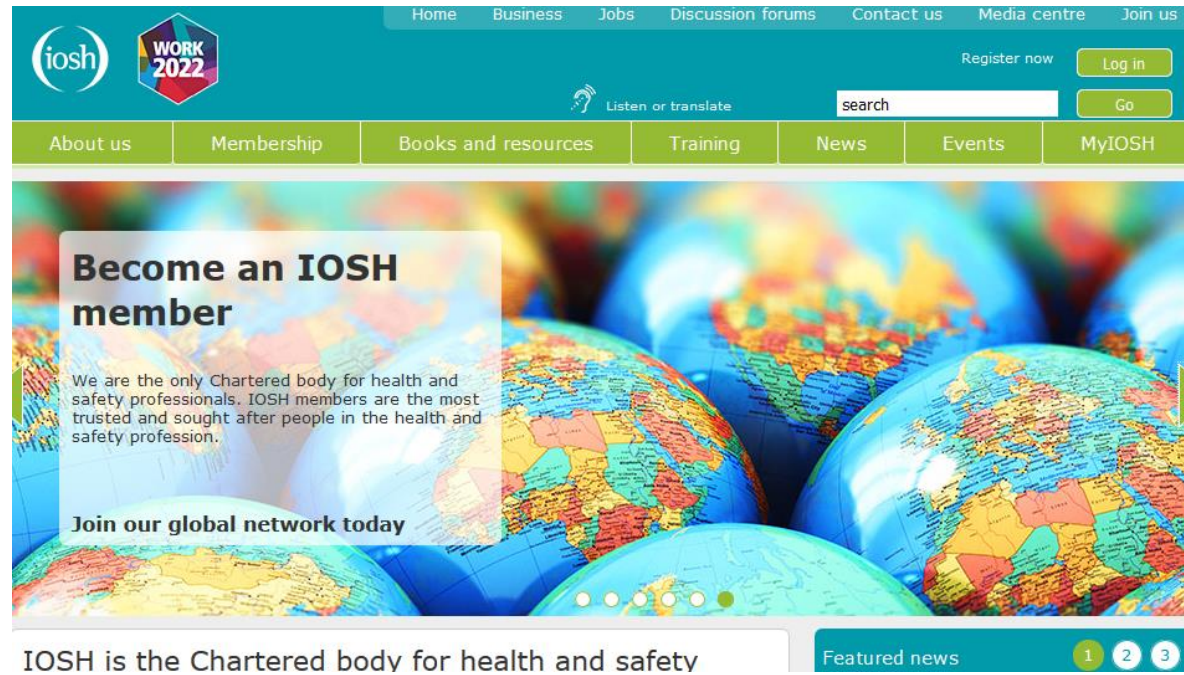
Anne Isaacs

Introduction to IOSH

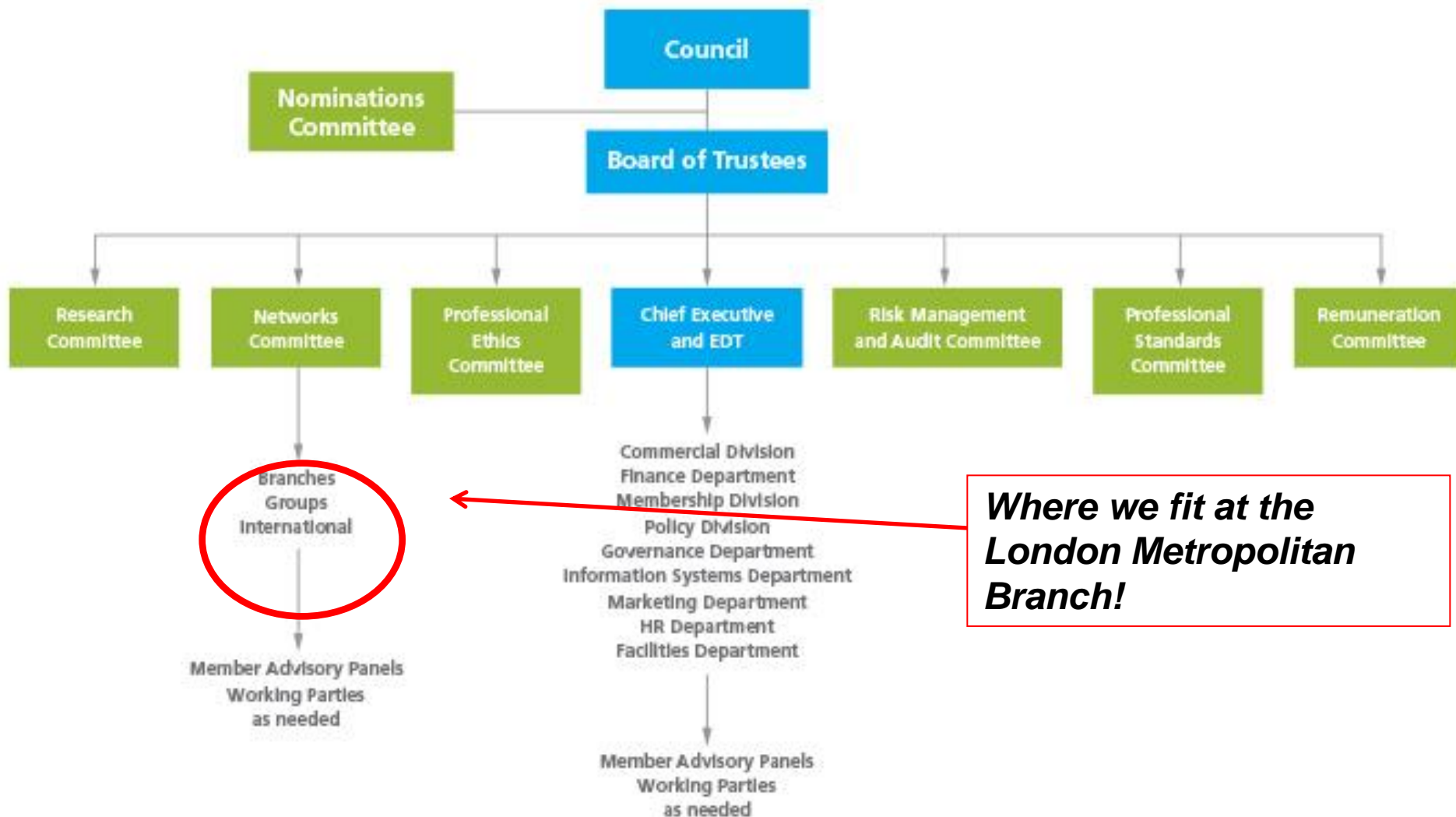
Aims of IOSH

- To promote ways to improve occupational health and safety
- To help IOSH members and the public exchange information and ideas
- To maintain and improve the professional status of IOSH members and people involved in improving health and safety at work

Free resources. Research Fund. Benevolent fund. Trading & Training Services. Educational Accreditation. Chartered. Conferences.



Structure of IOSH



Role of The Branches

Caribbean Branch



Edinburgh Branch



London Metropolitan Branch



Qatar Branch



IOSH corporate strategy



Clear direction and drivers for engagement with others

Some specific drivers for us at the IOSH London Metropolitan Branch



Maximising our contribution

- Sponsor and facilitate annual student winner of best project – prize, presentation opportunity of results
- In 2016, evening reception and seminar inviting the annual winner and other academic research professionals to discuss contemporary topics – full house, celebration, ongoing interest for our members
- Ongoing commitment to partnering and look forward the publication of research summaries and the new academic year

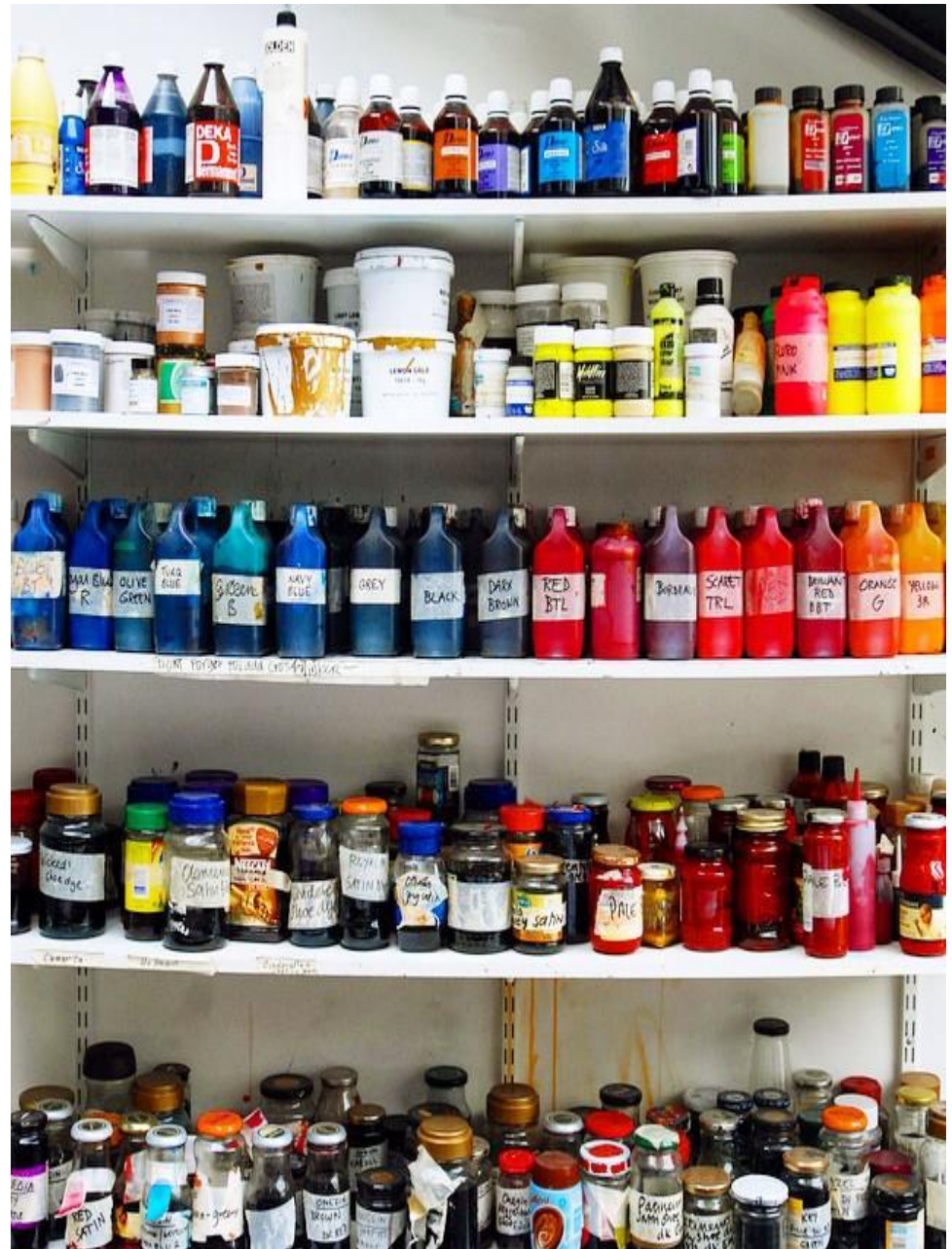


The value of engagement in PIPER for the Royal Opera House

Dominique Perrissin-Fabert
Health and Safety Manager



ROYAL
OPERA
HOUSE





ROYAL
OPERA
HOUSE

There is a shortfall of Health & Safety professionals in the entertainment sector

We value a fresh pair of eyes who can bring real solutions

It boosts the morale of our own staff



ROYAL
OPERA
HOUSE

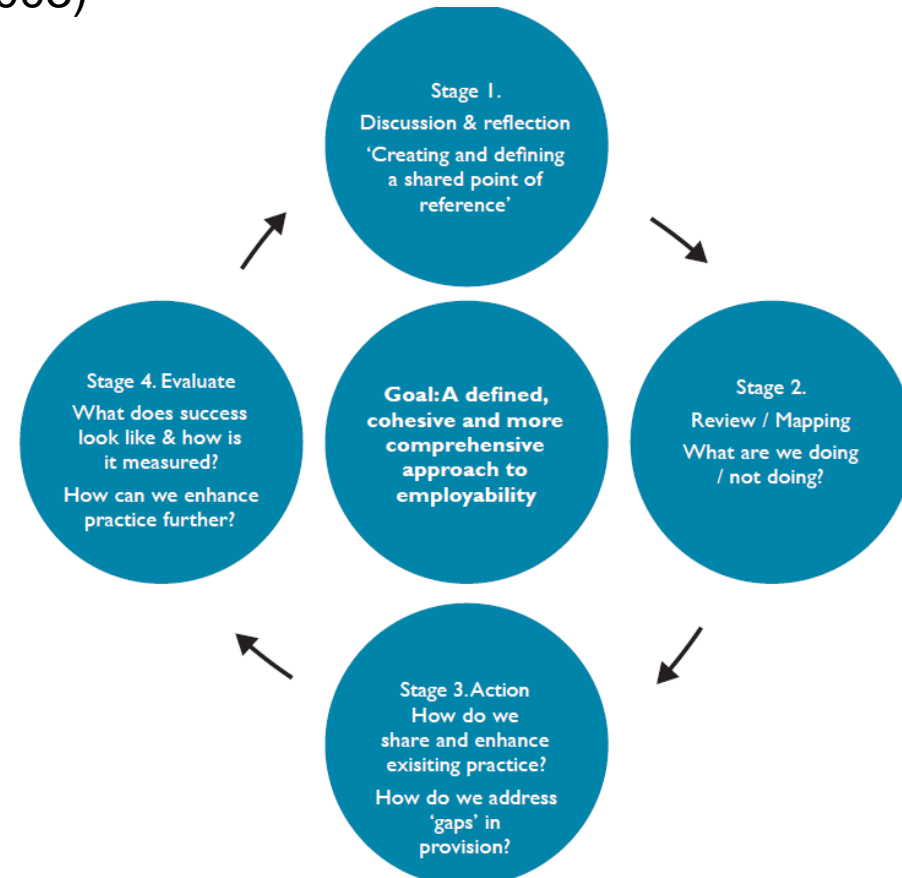
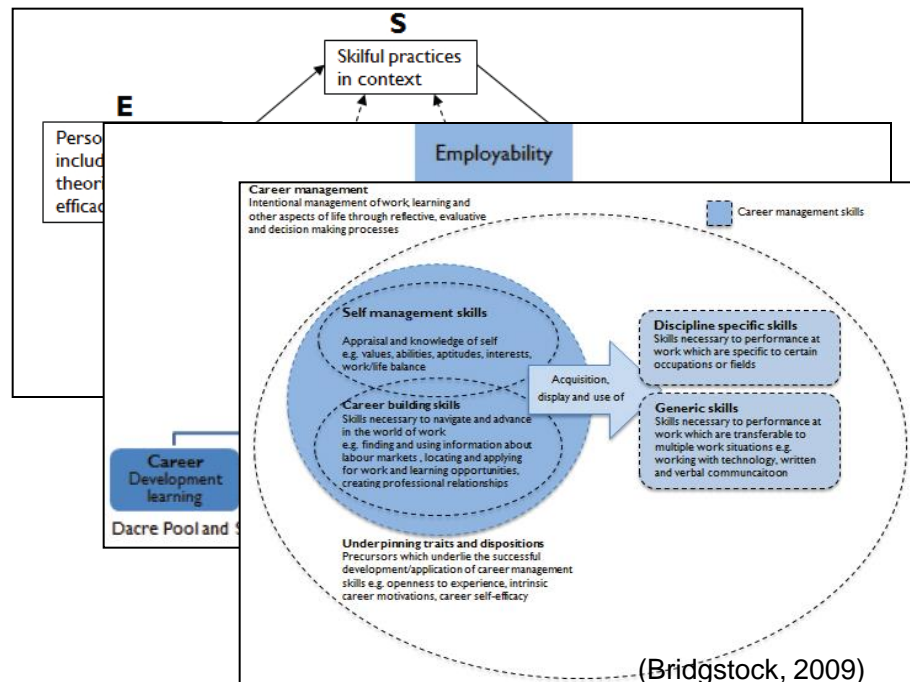


Why address employability through research?



The complexity of employability and the variety that exists in curricula in UK higher education mean that no single, ideal, prescription for the embedding of employability can be provided. Embedding has to be undertaken with reference to the **curricular context**. (Knight and Yorke, 2003)

....also the external professional context!



1. What is our curricular context **and** professional context of OHS?
2. What does '**good**' **employability** mean in OHS Practice? How do we already do that?
3. What **additional value** to employability can our programmes and students provide?
4. What **external stakeholders** may share/align interests?
5. How can a **positive** employability opportunity be ensured?
6. How will **students** be engaged with employability in the process?
7. How will we **measure** success?

Now... workshop questions to guide you. Groups of 4 or 5

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